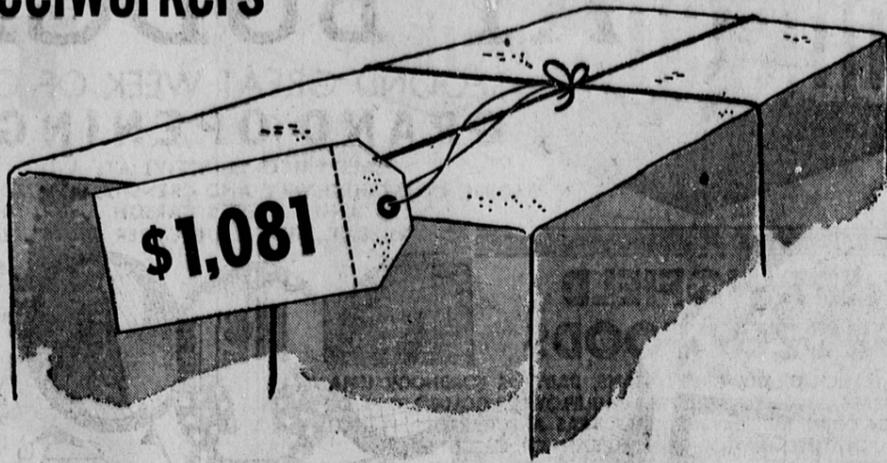


# Package for Steelworkers



## THE STEEL COMPANIES OFFER:

Almost \$1,100 worth of increased wages and benefits — in

A three year, strike-free agreement; and

A practical way to settle the "local working conditions" dispute

### What the package includes

A three year package providing improved benefits in the first year and higher wages in the second and third years. This would cost more than 30 cents per hour worked, without provision for possible cost-of-living increases, and would accumulate to \$1,081 for the average steelworker over the period. It includes:

#### Insurance

- Company-paid life insurance on a generally increased scale.
- Company-paid sickness and accident benefits—also on an increased scale.
- Consequent reduction in employee contribution to insurance program and a net increase in take-home pay.
- Improvements in insurance protection in event of lay-off.

#### Pensions

- Increased pensions for employees retiring after January 1, 1960, including:
- An increase of at least \$12 per month for employees retiring on minimum pensions with 35 or more years of service.
- An increase of \$5 per month for employees retiring with more than minimum pensions.
- An increase of \$10 per month in minimum disability pensions.
- Provision for early retirement on full pension under special circumstances.

#### Wages

- Wage increase in the second year, ranging from six to twelve cents per hour, depending on job classification.
- Another wage increase in the third year, ranging from six to twelve cents per hour.

#### Cost-of-Living

- Continuation of 17 cents an hour cost-of-living adjustment obtained under previous contract.
- Further provisions for possible cost-of-living increases.

#### Supplemental Unemployment Benefits

- Increased cash payments by companies into Supplemental Unemployment Benefit fund.
- Restoration of full benefit level at beginning of new agreement.

#### Seniority

- Strengthened seniority rights in line with certain Union proposals.

#### Human Relations Research

- A Joint Committee on Human Relations Research to study employment stabilization and many other mutual problems.

#### Local Working Conditions

- Submission to a Union-Company Committee for solution, and to final arbitration if necessary.

This is the offer which the steel companies made on November 15 and on which the employees may vote early next month if no settlement is negotiated meanwhile.

In declining to accept this offer the union officials demanded a package of wages and benefits which, with cost-of-living provisions, could amount to an inflationary 45 cents per hour.

The Companies' offer amounts to an average annual increase of 2.7 percent in their employment costs. According to Secretary of Labor Mitchell's Fact Finding Report, however, output per man-hour in the steel industry increased at an average annual rate of only 2.6 percent between 1947 and 1957.

Clearly this is a fair and generous offer; but it confronts the Companies with a difficult problem—the problem of meeting their increased employment cost without reducing their ability to compete both with low-cost foreign made steel and with substitute materials produced here at home.

In meeting this problem they must count on the steelworkers themselves to help earn the additional money going into their pay envelopes by cooperating in the elimination of waste wherever possible. That is what the local working conditions dispute is all about.

#### A Way to Solve the Local Working Conditions Dispute

As a solution to this dispute, which has been a stumbling block in the negotiations thus far, the Companies have offered to accept the Union's proposal for a joint study committee. But if that step does not result in a mutually satisfactory solution by June 30, 1960, the issue would be turned over to binding arbitration.

They have also expanded the question which would be submitted to the committee, and to arbitration if necessary, by adding the words underlined in the following question. It now reads:

"What, if any, changes should be made in the

local working conditions provisions of the basic labor agreements to enable the Companies to take reasonable steps to improve efficiency and eliminate waste, with due regard for the welfare of the employees involved, including: the avoidance of undue work burdens; and, to the extent practicable, the retraining and placement on available jobs in the plant, of any employees affected by such steps?"

Meanwhile, subject to a solution of the issue in this way, the Companies would agree that the present local working conditions provisions be retained if the Union in turn would agree that its officers and members will cooperate with management to improve efficiency and eliminate waste.

#### Companies Strive to Meet Union Objections

Of the contract changes originally proposed by the Companies, all except those generally relating to local working conditions, wildcat strikes and scheduling have now been dropped. Those remaining have been substantially modified in an effort to meet the Union's objections.

Thus the Steel Companies have made every effort to reach a non-inflationary agreement through voluntary collective bargaining.

They know that the outcome of the negotiations between the Steel Companies and the Steelworkers Union is of vital interest to everyone... that it can affect the value of your dollar, your standard of living and your future security.

They know that American industry must be able to compete at all times with the growing economic challenge from abroad.

They realize the heavy responsibility that rests upon them in these negotiations and they have sought to meet this responsibility fairly and fully.

They believe that the offer presented above accomplishes this purpose.

What do you think?

#### WHAT THIS OFFER MEANS TO AVERAGE STEELWORKER

(Employment cost based on 1800 hours per year)

	FIRST YEAR	SECOND YEAR	THIRD YEAR	TOTAL
Benefits	\$173.00	\$189.00	\$215.00	\$577.00
First Wage Increase	—	\$168.00	\$168.00	\$336.00
Second Wage Increase	—	—	\$168.00	\$168.00
Total	\$173.00	\$357.00	\$551.00	\$1081.00*

\*Does not include possible cost-of-living increase which could reach a maximum of \$259.00 over the period.

THE STEEL COMPANIES COORDINATING COMMITTEE  
375 Lexington Avenue • New York 17, New York

Allegheny Ludlum Steel Corporation • Armco Steel Corporation • Bethlehem Steel Company • The Colorado Fuel and Iron Corporation • Great Lakes Steel Corporation • Inland Steel Company • Jones & Laughlin Steel Corporation • Republic Steel Corporation • United States Steel Corporation • Wheeling Steel Corporation • The Youngstown Sheet and Tube Company.

## Armed Forces

Royal J. Harmer, son of Mrs. Anna W. Harmer, 2707 W. 181, recently was promoted to private first class in Germany, where he is a member of the 25th Signal Battalion.

Harmer, a pole lineman in the battalion's Company B in Karlsruhe, entered the Army in January 1959, completed basic training at Fort Chaffee, Ark., and arrived overseas last July.

The 25-year-old soldier is a 1954 graduate of George Washington High School in Los Angeles.

Before entering the Army, he was employed by Zenith Plastics in Gardena.



COMPLETES COURSE... Army Pvt. Damon O. Beckett, 23, son of Mr. and Mrs. Wilbur E. Beckett, 4210 W. 177th St., recently completed the communications center operation course at the Southeastern Signal School, Fort Gordon, Ga. During the eight-week course, he was trained to receive, process and relay messages by various means of communication. Beckett completed basic training at Fort Jackson, S. C. Before entering the Army in May of this year, he worked for the American Latex Products Corp. in Hawthorne. Beckett was graduated from St. Albans (W. Va.) High School in 1954 and attended El Camino College two years. (U.S. Army photo)



IN SAN DIEGO... Marine Pvt. Wayne P. Hart, son of Mrs. Vivienne D. Hart of 2414 W. 237th St., completed recruit training Nov. 25 at the Marine Corps Recruit Depot, San Diego.

Gerald H. Newman, apprentice chief petty officer, USN, son of Mr. and Mrs. M. H. Newman, of 23748 Falena Ave., was graduated December 4 from Recruit Training at the Naval Training Center, San Diego.

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